

CONFIDENTIAL

23 December 1983

NOTE FOR THE RECORD

SUBJECT: Conversation with Bob Gates re AG

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1. At my initiative,  and I met with Bob today on the question of AG staffing (per the attached).
2. The upshot of today's conversation:
  - Bob does not want to put out a written directive, but will brace his DDI chiefs on an early occasion, urging them to make good people available for rotation to the NIC/AG, and directing them not to terrorize their officers by telling them that a tour with the AG would not be good for their careers.
  - We'll all see whether this move does any good, and be guided accordingly as to future moves.
  - At Bob's suggestion I will call on various of the NFIB chiefs, inviting them to make good people available for AG tours. In advance of my calls, Bob will phone these chiefs to bless my pitch.
  - Bob does not want us to bring in people from the outside under any assumption that they are being hired as CIA careerists; rather, we are to hire such people only under contract, letting them know if they want a CIA career they will have to negotiate it on their own, while with us, with DDI or other CIA offices.
  - I will loan Bob a copy of the Dick Lehman, Bruce Clarke staff study (late 1979) on the setting up of the NIC.

  
Harold P. Ford

Attachment:  
As stated

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NOTE FOR: C/NIC

SUBJECT: NIC/AG Staffing

Bob, the NIC needs your help in bringing the kind of recruits into the AG that will make it the elite body we require and desire.

First, as to numbers, there is a good chance that by spring or summer we'll need to find and bring in some 3-5 new people. With [redacted] recent move to A/NIO/WE, the AG now has 3 vacancies. Julian Nall has his eye on [redacted] (a very good choice) as A/NIO/S&T, and Larry Gershwin wants to be able to employ [redacted] full time (another very good choice). That would make 5 openings, aside from any others which might arise in coming weeks.

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We've been having problems with the pipeline, and especially so re the DDI. Informal negotiations over past months have proved fairly fruitless: we have turned up interest in the AG on the part of certain good DDI analysts, but have then run repeatedly into supervisory resistance. Hence at the moment there are no DDI people en route to the AG, even though there is interest on the part of several to come here. Also, over the last year we have lost some excellent outside people to the processing system. We do have two promising outside people now in mind: one (strategic and security issues) has filed PHS's, the other (mostly East Asia) will probably do so soon.

Specifically, we'd like to engage your support (1) in putting the arm on DDI chiefs to ante up officers once again of the caliber of [redacted] and (2) putting out a DDI directive which explains the AG and your plans for it, and makes tours with the AG part of DDI career planning.

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Thanks,

  
Hal Ford

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